

EEO PUBLIC FILE REPORT

A. EMPLOYMENT UNIT COVERED

WEZX(FM), WPZX(FM), WEJL-FM, WFUZ(FM), WEJL(AM), WQFM(AM)

B. REPORTING PERIOD

April 1, 2019 to March 31, 2020

C. FULL-TIME VACANCIES FILLED DURING REPORTING PERIOD

(1)	JOB TITLE:	Account Executive #1	DATE FILLED: 5/7/19
(2)	JOB TITLE:	Account Executive #2	DATE FILLED: 5/7/19
(3)	JOB TITLE:	Programming Director - WFUZ	DATE FILLED: 5/13/19
(4)	JOB TITLE:	Account Executive #3	DATE FILLED: 5/28/19
(5)	JOB TITLE:	Account Executive #4	DATE FILLED: 10/21/19
(6)	JOB TITLE:	Programming Director - WEZX	DATE FILLED: 1/27/20
(7)	JOB TITLE:	Account Executive #5	DATE FILLED: 3/9/20

D. RECRUITMENT/REFERRAL SOURCES USED TO SEEK CANDIDATES FOR EACH VACANCY

(1) JOB TITLE: Account Executive #1		DATE FILLED: 5/7/19		
SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
Walk-in	Terry Deitz	149 Penn Ave Scranton, PA 18503	570-207-8561	Yes
Linked-in	Terry Deitz	149 Penn Ave Scranton, PA 18503	570-207-8561	
Indeed	Rebecca Reynolds	149 Penn Ave Scranton, PA 18503	570-348-9100	
Outreach Organizations	Mari Olshefski	See Section H	570-207-8599	
2 Newspapers:				
Scranton Times-Tribune	Rebecca Reynolds	149 Penn Ave Scranton, PA 18503	570-348-9100	
Citizen's Voice	Rebecca Reynolds	149 Penn Ave Scranton, PA 18503	570-348-9100	
Radio Station Website – Rock 107	Mark Hoover	149 Penn Ave Scranton, PA 18503	570-348-9100	
Radio Station – WEJL/WEZX/WFUZ	Mari Olshefski	149 Penn Ave Scranton, PA 18503	570-207-8599	

TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 12

(2) JOB TITLE: Account Executive #2		DATE FILLED: 5/7/19		
SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
Linked-in	Terry Deitz	149 Penn Ave Scranton, PA 18503	570-207-8561	Yes

Indeed	Rebecca Reynolds	149 Penn Ave Scranton, PA 18503	570-348-9100
2 Newspapers: Scranton Times-Tribune Citizen's Voice	Rebecca Reynolds	149 Penn Ave Scranton, PA 18503	570-348-9100
Radio Station Website – Rock 107	Dave Mehall	149 Penn Ave Scranton, PA 18503	570-348-9100
Radio Station – WEJL/WEZX/WFUZ	Mari Olshefski	149 Penn Ave Scranton, PA 18503	570-207-8599

TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 12

(3) JOB TITLE: Programming Director - WFUZ **DATE FILLED:** 5/13/19

SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
Referral	Mark Hoover	149 Penn Ave Scranton, PA 18503	570-207-8561	Yes
Linked-in	Terry Deitz	149 Penn Ave Scranton, PA 18503	570-207-8561	
Indeed	Rebecca Reynolds	149 Penn Ave Scranton, PA 18503	570-348-9100	
Outreach Organizations	Mari Olshefski	See Section H	570-207-8599	
2 Newspapers: Scranton Times-Tribune Citizen's Voice	Rebecca Reynolds	149 Penn Ave Scranton, PA 18503	570-348-9100	
Radio Station Website – Rock 107	Dave Mehall	149 Penn Ave Scranton, PA 18503	570-348-9100	
Radio Station – WEJL/WEZX/WFUZ	Mari Olshefski	149 Penn Ave Scranton, PA 18503	570-207-8599	

TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 8

(4) JOB TITLE: Account Executive #3 **DATE FILLED:** 5/28/19

SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
Linked-in	Terry Deitz	149 Penn Ave Scranton, PA 18503	570-207-8561	Yes
Indeed	Rebecca Reynolds	149 Penn Ave Scranton, PA 18503	570-348-9100	
2 Newspapers: Scranton Times-Tribune Citizen's Voice	Rebecca Reynolds	149 Penn Ave Scranton, PA 18503	570-348-9100	
Radio Station Website – Rock 107	Dave Mehall	149 Penn Ave Scranton, PA 18503	570-348-9100	
Radio Station – WEJL/WEZX/WFUZ	Mari Olshefski	149 Penn Ave Scranton, PA 18503	570-207-8599	

TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 12

(5) JOB TITLE: Account Executive #4**DATE FILLED:** 10/21/19

SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
Linked-in	Terry Deitz	149 Penn Ave Scranton, PA 18503	570-207-8561	Yes
Indeed	Rebecca Reynolds	149 Penn Ave Scranton, PA 18503	570-348-9100	
Outreach Organizations	Mari Olshefski	See Section H	570-207-8599	
2 Newspapers:				
Scranton Times-Tribune	Rebecca Reynolds	149 Penn Ave Scranton, PA 18503	570-348-9100	
Citizen's Voice	Reynolds	149 Penn Ave Scranton, PA 18503	570-348-9100	
Radio Station Website – Rock 107	Dave Mehall	149 Penn Ave Scranton, PA 18503	570-348-9100	
Radio Station – WEJL/WEZX/WFUZ	Mari Olshefski	149 Penn Ave Scranton, PA 18503	570-207-8599	

TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 7**(6) JOB TITLE:** Programming Director - WEZX**DATE FILLED:** 1/27/20

SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
Internal Candidate Posting	Naomi Franceschini	149 Penn Ave Scranton, PA 18503	570-207-9191	Yes
Linked-in	Terry Deitz	149 Penn Ave Scranton, PA 18503	570-207-8561	
Indeed	Rebecca Reynolds	149 Penn Ave Scranton, PA 18503	570-348-9100	
Outreach Organizations	Mari Olshefski	See Section H	570-207-8599	
2 Newspapers:				
Scranton Times-Tribune	Rebecca Reynolds	149 Penn Ave Scranton, PA 18503	570-348-9100	
Citizen's Voice	Reynolds	149 Penn Ave Scranton, PA 18503	570-348-9100	
Radio Station Website – Rock 107	Dave Mehall	149 Penn Ave Scranton, PA 18503	570-348-9100	
Radio Station – WEJL/WEZX/WFUZ	Mari Olshefski	149 Penn Ave Scranton, PA 18503	570-207-8599	
AllAccess website	Mark Hoover	149 Penn Ave Scranton, PA 18503	570-207-8599	

TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 5**(7) JOB TITLE:** Account Executive #5**DATE FILLED:** 3/9/20

SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
Linked-in	Terry Deitz	149 Penn Ave Scranton, PA 18503	570-207-8561	Yes
Indeed	Rebecca Reynolds	149 Penn Ave Scranton, PA 18503	570-348-9100	
Outreach Organizations	Mari Olshefski	See Section H	570-207-8599	
2 Newspapers:	Rebecca Reynolds	149 Penn Ave Scranton, PA 18503	570-348-9100	

Scranton Times-Tribune			
Citizen's Voice	Reynolds	Scranton, PA 18503	
Radio Station Website –		149 Penn Ave	
Rock 107	Dave Mehall	Scranton, PA 18503	570-348-9100
Radio Station –		149 Penn Ave	
WEJL/WEZX/WFUZ	Mari Olshefski	Scranton, PA 18503	570-207-8599

TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 6

E. TOTAL NUMBER OF PERSONS INTERVIEWED FOR ALL FULL-TIME VACANCIES FILLED DURING THE REPORTING PERIOD: 38

F. TOTAL NUMBER OF INTERVIEWEES FOR ALL FULL-TIME VACANCIES FILLED DURING THE REPORTING PERIOD PER RECRUITMENT/REFERRAL SOURCES

SOURCE	CONTACT PERSON	ADDRESS	PHONE	No. of Interviewees
Walk-in	Terry Deitz	149 Penn Ave Scranton, PA	(570) 207-8561	1
Internal Posting	Naomi Fransceschini	149 Penn Ave Scranton, PA	(570) 207-9191	1
Linked-in	Terry Deitz	149 Penn Ave Scranton, PA	(570) 207-8561	17
Indeed	Rebecca Reynolds	149 Penn Ave Scranton, PA	(570) 348-9100	18
Newspaper Ads	Rebecca Reynolds	149 Penn Ave Scranton, PA	(570) 348-9100	0
Referral	Robert Lynett	149 Penn Ave Scranton, PA	(570) 207-9106	1
Internship Program	Mark Hoover	149 Penn Ave Scranton, PA	(570) 207-8568	0
Employment/Job Fairs	Mari Olshefski/Mark Hoover	149 Penn Ave Scranton, PA	(570) 207-8571	0
AllAccess website	Mark Hoover	149 Penn Ave Scranton, PA	(570) 207-8568	0
Career and Job Centers	Mari Olshefski	See Section H	(570) 207-8599	0
CollegeCentral.com and Emails to College and Universities	Internet Posting Site E-mail List Mari Olshefski	149 Penn Ave Scranton, PA	(570) 207-8599	0
Radio Station Website	Mark Hoover	149 Penn Ave Scranton, PA	(570) 207-8599	0
Radio Station – WEZX/WEJL/WFUZ	Mari Olshefski	149 Penn Ave Scranton, PA	(570) 207-8599	0
TOTAL				38

G. OUTREACH ACTIVITIES PERFORMED DURING THE REPORTING PERIOD

APRIL 1, 2019—MARCH 31, 2020

INITIATIVE	SCOPE OF PARTICIPATION AND LOCATION	STATION STAFF INVOLVED
INTERNSHIP PROGRAM (On-Going) (4 students participated during this reporting period from area Colleges and Universities)	THE SCRANTON TIMES L.P.'S INTERNSHIP PROGRAM IS OPEN TO COLLEGE STUDENTS WHO DESIRE TO EARN COLLEGE CREDITS FOR EXPERIENCE IN RADIO BROADCASTING WITH A CONCENTRATION IN PROMOTIONS, PROGRAMMING, PRODUCTION AND SALES.	MARK HOOVER (Programming Director)
GREAT NORTHEAST JOB FAIR GENETTI MANOR DICKSON CITY, PA OCTOBER 9, 2019	PROMOTED AND ATTENDED BI-ANNUAL JOB FAIR HOSTED BY OUR PARENT COMPANY, THE SCRANTON TIMES NEWSPAPER GROUP. PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES AND OUR INTERNSHIP PROGRAM. INFORMED PARTICIPANTS ABOUT CAREERS IN RADIO BROADCASTING	NAOMI FRANCESCHINI (Human Resources) TERRY DEITZ (General Manager)
GREAT NORTHEAST JOB FAIR MOHEGAN SUN POCONO, WILKES-BARRE, PA MARCH 4, 2020	PROMOTED AND ATTENDED BI-ANNUAL JOB FAIR HOSTED BY OUR PARENT COMPANY, THE SCRANTON TIMES NEWSPAPER GROUP. PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES IN RADIO AND OUR INTERNSHIP PROGRAM.	REBECCA REYNOLDS (Classified Manager) NAOMI FRANCESCHINI (HR Generalist) TERRY DEITZ (General Manager)
GREAT NORTHEAST JOB FAIR PENN STATE HAZELTON MCADOO, PA MAY 14, 2019	PROMOTED AND ATTENDED BI-ANNUAL JOB FAIR HOSTED BY OUR PARENT COMPANY, THE SCRANTON TIMES NEWSPAPER GROUP. PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES IN RADIO AND OUR INTERNSHIP PROGRAM	REBECCA REYNOLDS (Classified Manager)

INITIATIVE	SCOPE OF PARTICIPATION AND LOCATION	STATION STAFF INVOLVED
ADVISORY BOARD MEMBER LUZERNE CO. COMMUNITY COLLEGE NANTICOKE, PA	EMPLOYEE MAINTAINS ADVISORY BOARD POSITION FOR THE SCHOOL OF COMMUNICATIONS AT LUZERNE CO. COMMUNITY COLLEGE. INVOLVED IN DISCUSSIONS CONCERNING BROADCAST INDUSTRY TRENDS AND OPPORTUNITIES FOR STUDENTS IN RADIO BROADCASTING AT TIMES SHAMROCK COMMUNICATIONS.	MARK HOOVER (Promotions Director)
LACKAWANNA COUNTY COLLEGE JOB FAIR AT MARYWOOD UNIVERSITY OCTOBER 16, 2019	PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES AND OUR INTERNSHIP PROGRAM.	NAOMI FRANCESCHINI (HR Generalist)
TOUR OF RADIO STATION LOCAL FAMILY JANUARY 10, 2020	PROVIDED A TOUR OF THE RADIO STATIONS AND ALSO PROVIDED INFORMATION ON CAREERS IN THE BROADCASTING INDUSTRY.	NAOMI FRANCESCHINI (HR Generalist)
TOUR OF RADIO STATION SCRANTON HIGH SCHOOL STUDENTS APRIL 26, 2019	PROVIDED A TOUR OF THE RADIO STATIONS AND ALSO PROVIDED INFORMATION ON CAREERS IN THE BROADCASTING INDUSTRY.	NAOMI FRANCESCHINI (HR Generalist)
TOUR OF RADIO STATION LUZERNE COUNTY COMMUNITY COLLEGE STUDENTS APRIL 17, 2019	PROVIDED A TOUR OF THE RADIO STATIONS AND ALSO PROVIDED INFORMATION ON CAREERS IN THE BROADCASTING INDUSTRY.	RICK EVERETT (Program Director)
ATHLETE OF THE WEEK CEREMONY JUNE 26, 2019	ALONG WITH THE SCRANTON TIMES TRIBUNE NEWS GROUP, THE SCRANTON RADIO STATIONS PROMOTED LOCAL STUDENT ATHLETES. SPOKE WITH STUDENTS ABOUT THE PRODUCTS WE OFFER AND OPPORTUNITIES IN THE RADIO BROADCASTING FIELD.	TERRY DEITZ (General Manager)

INITIATIVE	SCOPE OF PARTICIPATION AND LOCATION	STATION STAFF INVOLVED
LEADERSHIP WILKES-BARRE	EMPLOYEE PARTICIPATED IN THE LEADERSHIP WILKES-BARRE CLASS OF 2020. AS A REPRESENTATIVE OF TIMES-SHAMROCK COMMUNICATION, THE EMPLOYEE WAS INVOLVED IN ORGANIZING FUNDRAISING EVENTS, COLLABORATING WITH NONPROFIT ORGANIZATIONS, AND DEVELOPED WORKING RELATIONSHIPS WITH LOCAL BUSINESSES.	MARK HOOVER (Programming Director)

H. OUTREACH ORGANIZATIONS

#	ORGANIZATION/CONTACT	STATE	E-MAIL ADDRESS	PHONE #	DID SHAMROCK CONTACT ORGANIZATION TO REQUEST TO SEND JOB VACANCY INFORMATION?	DID ORGANIZATION CONTACT SHAMROCK TO REQUEST JOB VACANCY INFORMATION?
1	WILKES-BARRE CHAMBER OF COMMERCE/Joe Boylan	PA	joseph.boylan@wilkes-barre.org	570-823-2101	Yes	No
2	EMPLOYMENT OPPORTUNITY & TRAINING CENTER/Tara Carrol	PA	eotc@aol.com	570-348-6484	Yes	No
3	CAREERLINK-WILKES-BARRE/Marla Doddo	PA	marladoddo@lswib.org	570-822-1101	Yes	No
4	CAREERLINK-SCRANTON/Cathy Gerard	PA	c-cgerard@pa.gov	570-963-3110	Yes	No
5	KUTZTOWN UNIVERSITY/Alexis Merton	PA	careers@kutztown.edu	610-683-4077	Yes	No
6	LUZERNE COUNTY COMMUNITY COLLEGE/Jane Kaczmarczyk	PA	Jkaczmarczyk@luzerne.edu	570-740-0450	Yes	No
7	WILKES UNIVERSITY/Camille Kaschak	PA	careers@wilkes.edu	570-408-4060	Yes	No
8	KING'S COLLEGE/Kelly Gibbons	PA	monarchjob@kings.edu	570-208-5874	Yes	No
9	MARYWOOD UNIVERSITY/Allison McHale	PA	careerservices@marywood.edu	570-348-6247	Yes	No
10	UNIVERSITY OF SCRANTON/Tracy Muth	PA	careers@scranton.edu	570-941-7640	Yes	No
11	EAST STROUDSBURG UNIVERSITY/Melinda Rosen	PA	careerdevelopment@esu.edu	570-422-3219	Yes	No
12	SCRANTON CHAMBER OF COMMERCE/Kristine Augustine	PA	kaugustine@scrantonchamber.com	570-342-7711	Yes	No

The following colleges post jobs on joinhandshake.com/

KEYSTONE COLLEGE
KING'S COLLEGE
WILKES UNIVERSITY
UNIVERSITY OF SCRANTON

EAST STROUDSBURG UNIVERSITY OF PA
KUTZTOWN UNIVERSITY OF PA
MARYWOOD